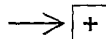


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PTO/SB/01 (10-00)

Approved for use through 10/31/2002 OMB 0651-0032
U.S. Patent and Trademark Office, U.S. DEPARTMENT OF COMMERCE

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DECLARATION FOR UTILITY OR DESIGN PATENT APPLICATION (37 CFR 1.63) <input checked="" type="checkbox"/> Declaration Submitted With Initial Filing <input type="checkbox"/> Declaration Submitted after Initial Filing (surcharge (37 CFR 1.16 (e)) required)	Attorney Docket Number	4849-000001
	First Named Inventor	Theresa M. Welbourne
	COMPLETE IF KNOWN	
	Application Number	/
	Filing Date	
	Group Art Unit	
	Examiner Name	

As a below named inventor, I hereby declare that:

My residence, post office address, and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

WEB-BASED SYSTEM AND METHOD FOR ORGANIZATIONAL PERFORMANCE ANALYSIS

the specification of which (Title of the Invention)

☒ is attached hereto

OR

☐ was filed on (MM/DD/YYYY) [] as United States Application Number or PCT International

Application Number [] and was amended on (MM/DD/YYYY) [] (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims as amended specifically referred to above.

I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR 1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application

I hereby claim foreign priority benefits under 35 U.S.C. 119(a)-(d) or 365(b) of any foreign application(s) for patent or inventor's certificate, or 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate, or of any PCT international application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application Number(s)	Country	Foreign Filing Date (MM/DD/YYYY) Country	Priority Not Claimed	Certified Copy Attached?	
				YES	NO
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

☐ Additional foreign application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto

I hereby claim the benefit under 35 U.S.C. 119(e) of any United States provisional application(s) listed below

Application Number(s)	Filing Date (MM/DD/YYYY)	<input type="checkbox"/> Additional provisional application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.

[Page 1 of 2]

Burden Hour Statement This form is estimated to take 21 minutes to complete. Time will vary depending upon the needs of the individual case. Any comments on the amount of time you are required to complete this form should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO Assistant Commissioner for Patents, Washington, DC 20231

Please type a plus sign (+) inside this box →

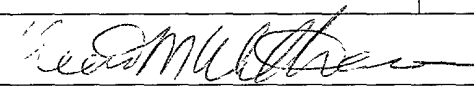


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DECLARATION — Utility or Design Patent Application

Direct all correspondence to: <input type="checkbox"/> Customer Number or Bar Code Label				OR <input checked="" type="checkbox"/> Correspondence address below	
Name John A. Miller, Esq.					
Address Harness, Dickey & Pierce, PLC					
Address P O Box 828					
City Bloomfield Hills			State MI		ZIP 48303
Country United States of America		Telephone (248) 641-1600			Fax (248) 641-0270
I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true, and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.					
NAME OF SOLE OR FIRST INVENTOR:				<input type="checkbox"/> A petition has been filed for this unsigned inventor	
Given Name Theresa M.			Family Name or Surname Welbourne		
Inventor's Signature 					Date 1-26-01
Residence: City Ann Arbor		State MI	Country USA		Citizenship USA
Mailing Address 2310 Tall Oaks Drive					
Mailing Address					
City Ann Arbor		State Michigan	ZIP 48103	Country USA	
NAME OF SECOND INVENTOR:				<input type="checkbox"/> A petition has been filed for this unsigned inventor	
Given Name			Family Name or Surname		
Inventor's Signature				Date	
Residence: City		State	Country		Citizenship
Mailing Address					
Mailing Address					
City		State	ZIP	Country	
<input type="checkbox"/> Additional inventors are being named on the _____ supplemental Additional Inventor(s) sheet(s) PTO/SB/02A attached hereto					

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Group Art Unit:

Examiner:

Inventor(s): Theresa M. Welbourne

Serial No.

Filed:

For: WEB-BASED SYSTEM AND METHOD FOR ORGANIZATIONAL
PERFORMANCE ANALYSIS

**VERIFIED STATEMENT (DECLARATION) CLAIMING SMALL ENTITY STATUS
(37 CFR 1.9(f) AND 1.27(c)) - SMALL BUSINESS CONCERN**

I hereby declare that I am

- ☐ the owner of the small business concern identified below:
☒ an official of the small business concern empowered to act on behalf of the
concern identified below:

Name Of Concern: eePulse, Inc.

Address Of Concern: 905 W. Eisenhower Circle, Ste. 110
Ann Arbor, Michigan 481093

I hereby declare that the above identified small business concern qualifies as a small business concern as defined in 13 CFR 121.1301-.1305, and referenced in 37 CFR 1.9(d), for purposes of paying reduced fees under section 41(a) and (b) of Title 35, United States Code, in that the number of employees of the concern, including those of its affiliates, does not exceed 500 persons. For purposes of this statement, (1) the number of employees of the business concern is the average over the previous fiscal year of the concern of the persons employed on a full-time, part-time or temporary basis during each of the pay periods of the fiscal year, and (2) concerns are affiliates of each other when either, directly or indirectly, one concern controls or has the power to control the other, or a third party or parties controls or has the power to control both.

I hereby declare that exclusive rights under contract or law have been conveyed to and remain with the small business concern identified above with regard to the invention described in

- ☒ the specification filed herewith.
☐ the application whose serial number is set forth above.
☐ the patent set forth above.

I acknowledge the duty to file, in this application or patent, notification of any change in status resulting in loss of entitlement to small entity status prior to paying, or at the time of paying, the earliest of the issue fee or any maintenance fee due after the date on which status as a small entity is no longer appropriate. (37 CFR 1.28(b)).

**VERIFIED STATEMENT (DECLARATION) CLAIMING SMALL ENTITY STATUS
(37 CFR 1.9(f) AND 1.27(c)) - SMALL BUSINESS CONCERN**

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under section 1001 of Title 18 of the United States Code, and that such willful false statement may jeopardize the validity of the application, any patent issuing thereon, or any patent to which this verified statement is directed.

Signed: 

Date: 1-26-01

Name Of Person Signing: Theresa M. Welbourne

Title Of Person If Other Than Owner: CEO

0977 1329 043604

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Group Art Unit:)	
)	
Examiner:)	
)	
Inventor(s):)	ESTABLISHMENT OF ASSIGNEE'S RIGHT TO TAKE ACTION UNDER 37 C.F.R. § 3.73(b), AND POWER OF ATTORNEY
Serial No.)	
Filed:)	
For:)	
WEB-BASED SYSTEM AND METHOD FOR ORGANIZATIONAL PERFORMANCE ANALYSIS)	

Hon. Commissioner Of Patents & Trademarks
Washington, D. C. 20231

Sir:

Under 37 C.F.R. § 3.73(b), the undersigned hereby establishes the below-named
Assignee's ownership in the above-identified Application:

Assignee: eePulse, Inc.
905 W. Eisenhower Circle, Ste. 110
Ann Arbor, MI 48103

The documentary evidence of a chain of title from the original owner to the Assignee is
provided in the Assignment Document(s):

XX filed herewith.
_____ previously filed,
Reel No. _____, Frame No. _____.

I hereby declare that all statements made herein of my own knowledge are true, and
that all statements made on information and belief are believed to be true; and further that
these statements are made with the knowledge that willful false statements, and the like so
made, are punishable by fine or imprisonment, or both, under Section 1001, Title 18 of the
United States Code, and that such willful false statements may jeopardize the validity of the
application or any patent issuing thereon.

Assignee furthermore hereby appoints John A. Miller, Reg. No. 34,985, Christopher A. Eusebi, Reg. No. 44,672, and each other principal, attorney of counsel, associate and employee of Harness, Dickey & Pierce, P.L.C., who is a registered Patent Attorney, as attorney of record, with full power of substitution and revocation, to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith. I request the Patent and Trademark Office to direct all correspondence and telephone calls relative to this application to Harness, Dickey & Pierce, P.L.C., P. O. Box 828, Bloomfield Hills, Michigan 48303 (telephone 248-641-1600).

The undersigned (whose title is supplied below) is empowered to sign this certificate on behalf of the assignee.



Name: Theresa M. Welbourne

Title: CEO

Assignee: eePulse, Inc.

Date: 1-26-01